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	aPHR	PHR	SPHR	aPHRi	PHRi	SPHRi	GPHR
Weighted exam scoring	X	X	X	X	X	X	X
Virtual testing	X	X	X	X	X	X	X
In person testing	X	X	X	X	X	X	X
Non-scoring test questions	X	X	X	X	X	X	X
Survey questions as part of the exam	X	X	X	X	X	X	X
Body of applied knowledge	X	X	X	X	X	X	X
Exam length is 2 1/4 hour	X			X			
Exam length is 2 1/2 hours		X			X		
Exam length is 3 hours			X			X	X
98 exam questions	X			X			
115 exam questions		X			X		
125 exam questions							X
140 exam questions			X			X	
Continuing education required to maintain certification	X	X	X	X	X	X	X

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HRCI Associate Professional in Human Resources - International Sample

Questions (Q162-Q167):

NEW QUESTION # 162

Jessica, an HR specialist, is tasked with developing a total rewards program that includes salary, health benefits, career development opportunities, and work-life balance initiatives. What is the main goal of creating such a comprehensive rewards system?

- A. Minimizing payroll costs
- B. Meeting legal compliance
- C. Standardizing employee benefits
- **D. Enhancing employee satisfaction and retention**

Answer: D

Explanation:

The main goal of creating a comprehensive rewards system that includes salary, health benefits, career development opportunities, and work-life balance initiatives is to enhance employee satisfaction and retention, leading to a more motivated and productive workforce.

NEW QUESTION # 163

Which of the following are common objectives for training and development programs? (Select TWO options.)

- **A. Enhancing existing knowledge, skills, and performance capabilities of employees**
- B. Encouraging respect for the HR team
- **C. Promoting individual improvement and career advancement of employees**
- D. Stopping employees from being unionized
- E. Tracking hiring success and retention rates of employees

Answer: A,C

Explanation:

Comprehensive and Detailed in Depth Explanation:

Training and development programs aim to improve employee performance and support their growth within the organization.

* Option A (Encouraging respect for the HR team): This is not a common objective of training programs.

* Option B (Stopping employees from being unionized): This is not an appropriate or ethical training objective.

* Option C (Tracking hiring success and retention rates of employees): This is an HR metric, not a training objective.

* Option D (Promoting individual improvement and career advancement of employees): Correct, as training often focuses on career development.

Reference: aPHRi knowledge domain - Talent Development: Objectives of training and development programs.=====

NEW QUESTION # 164

Which of the following is a document that outlines an organization's policies on legal and ethical standards?

- A. Conflict of interest
- B. Standard operating procedure
- C. Confidentiality agreement
- **D. Code of conduct**

Answer: D

Explanation:

A Code of Conduct outlines an organization's policies on legal and ethical standards, defining acceptable behaviors and guiding employees in decision-making.

* Explanation of Other Options:

* B. Conflict of interest: Focuses on situations where personal interests may conflict with organizational goals but is part of the broader code of conduct.

* C. Confidentiality agreement: A legal document ensuring sensitive information is protected, but it doesn't cover comprehensive ethical guidelines.

* D. Standard operating procedure: Describes step-by-step workflows, unrelated to legal/ethical standards.

* SHRM: Building an Effective Code of Conduct.

* ILO Guidelines on Ethical Standards in the Workplace.

References:

NEW QUESTION # 165

An employee has displayed increasingly aggressive behavior and has threatened a co-worker. What immediate action should HR take?

- A. Provide counseling services to the employee.
- **B. Remove the threatening employee from the workplace and conduct an investigation.**
- C. Move the threatened employee to a different department.
- D. Ignore the threats and monitor the situation.

Answer: B

Explanation:

Removing the threatening employee from the workplace and conducting an investigation is the immediate action HR should take when an employee has displayed aggressive behavior and threatened a co-worker. This step ensures the safety of all employees while the situation is thoroughly examined.

NEW QUESTION # 166

A company wants to monitor employee productivity and ensure compliance with workplace policies. What type of technology should HR implement to achieve this?

- **A. Monitoring software, which tracks computer usage and employee activity**
- B. Wearable technology, which monitors employee health and wellness metrics
- C. Employee feedback platforms, which collect anonymous feedback from staff
- D. Mobile applications, which allow employees to manage their schedules on the go

Answer: A

Explanation:

Monitoring software, which tracks computer usage and employee activity, is used by companies to monitor employee productivity and ensure compliance with workplace policies. This technology provides detailed reports on how employees are spending their work hours.

NEW QUESTION # 167

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